Identify key questions you might use in your collaborative conversation.

|  |  |
| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Purpose of the Coaching Conversation | * The purpose is to address the needs for professionalism from staff towards staff in front of students and others. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * What specific behaviors concern you the most? * What comments are the most concerning? * Why is this? |
| * *Reflective Questions* * The “what about the what” * Emotional | * What do you feel these comments/behaviors actually communicate? * How does this impact the “receiving” teacher? * How does this impact students? * Does this impact the learning environment/climate? How so? |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * What do you want the staff to realize?Identify? Change? |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * What supports do you think will be needed? * How can I be a support? * What things will you do? * What are your next steps? |
| * *Based on the Decision, what are the responsibilities of the administrator?* | The principal will be responsible to communicate expectations of personal and professional responsibilities.(explicitly)  The principal will speak to individuals who continue struggle meeting expectations. |
| * *Based on the Decision, what are my responsibilities?* | * I will attend the faculty meeting where expectations are communicated. * I will attend the faculty meeting and assist in the discussion of Iowa Teaching Standard 8. |

**Reflection on the Collaborative Conversation**

**Name: *Angie Radloff***

**Date:** *12-7-2009*

**Reflect on the collaborative conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

*Planning the conversation allowed maximum use of what little time the principal and I were able to carve out of the day together. The ORIC questions provided both flow and direction, but also kept the conversation focused and on track.*

**What was most challenging for you during the conversation? Most pleasing?**

*Most Challenging: keeping the conversation focused and not allowing other topics to take center stage.*

*Most Pleasing: when we decided to tie the principals concerns over the teachers’ behaviors to the Iowa Teaching Standards. This gave the concern more “meat.”*

**What might be some things you would do differently/the same in your next conversation?**

*It might be better to have the next conversation in my office instead of the principal’s office. There were far too many interruptions from secretaries, teachers, coaches, phone calls, etc.*

**What techniques will you specifically address in your next coaching conversation?**

*I will try to organize my notes better as I am taking them. I think it will be beneficial to write down the “side bar” items in a specific area of the notes so we can come back to them and address them later.*